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NHS Terms and Conditions (AfC) pay scales - Annual



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The table below shows the values of the NHS Terms and Conditions of Service (Agenda for Change) pay points from 1 April 2020. Full details of the pay arrangements are available in the [NHS terms and conditions of service handbook](#).

Spine points are no longer used following the 2018 changes to the NHS Terms and Conditions of Service, but for ease of reference the table below contains the previous spine point that corresponds to the new pay structure value.

Additional guidance is available which describes [how to read a pay journey](#) from the pay scales.

***Does not include the one off consolidated payment. Please refer to [annex 2](#) table 10b for further information.**

Band	Previous spine point	Minimum years of experience	2020/21 annual value (£)
Band 1	2	< 1 year	18,005
	3	1+ years	18,005
Band 2	2	< 1 year	18,005
	3	1 - 2 years	18,005
	4	2 - 3 years	19,337
	5	3 - 4 years	19,337
	6	4 - 5 years	19,337
	7	5 - 6 years	19,337
	8	6+ years	19,337

Band 3	6	< 1 year	19,737
	7	1 - 2 years	19,737
	8	2 - 3 years	21,142
	9	3 - 4 years	21,142
	10	4 - 5 years	21,142
	11	5 - 6 years	21,142
	12	6+ years	21,142
Band 4	11	< 1 year	21,892
	12	1 - 2 years	21,892
	13	2 - 3 years	21,892
	14	3 - 4 years	24,157
	15	4 - 5 years	24,157
	16	5 - 6 years	24,157
	17	6+ years	24,157
Band 5	16	< 1 year	24,907
	17	1 - 2 years	24,907
	18	2 - 3 years	26,970
	19	3 - 4 years	26,970
	20	4 - 5 years	27,416
	21	5 - 6 years	27,416
	22	6 - 7 years	30,615
	23	7+ years	30,615
Band 6	21	< 1 year	31,365
	22	1 - 2 years	31,365
	23	2 - 3 years	33,176
	24	3 - 4 years	33,176
	25	4 - 5 years	33,176
	26	5 - 6 years	33,779
	27	6 - 7 years	33,779
	28	7 - 8 years	37,890
	29	8+ years	37,890

Band 7	26	<1 year	38,890
	27	1 - 2 years	38,890
	28	2 - 3 years	40,894
	29	3 - 4 years	40,894
	30	4 - 5 years	40,894
	31	5 - 6 years	41,723
	32	6 - 7 years	41,723
	33	7 - 8 years	44,503
	34	8+ years	44,503
Band 8a	33	<1 year	45,753
	34	1 - 2 years	45,753
	35	2 - 3 years	45,753
	36	3 - 4 years	*45,753
	37	4 - 5 years	*45,753
	38	5+ years	51,668
Band 8b	37	<1 year	53,168
	38	1 - 2 years	53,168
	39	2 - 3 years	53,168
	40	3 - 4 years	*53,168
	41	4 - 5 years	*53,168
	42	5+ years	62,001
Band 8c	41	<1 year	63,751
	42	1 - 2 years	63,751
	43	2 - 3 years	63,751
	44	3 - 4 years	*63,751
	45	4 - 5 years	*63,751
	46	5+ years	73,664
Band 8d	45	<1 year	75,914
	46	1 - 2 years	75,914
	47	2 - 3 years	75,914
	48	3 - 4 years	*75,914

	49	4 - 5 years	*75,914
	50	5+ years	87,754
Band 9	49	<1 year	91,004
	50	1 - 2 years	91,004
	51	2 - 3 years	91,004
	52	3 - 4 years	*91,004
	53	4 - 5 years	*91,004
	54	5+ years	104,927

CONTACT

Agenda for change

agendaforchange@nhsemployers.org